



2023 GENDER EQUITY INDEX



SAVENCIA
FROMAGE & DAIRY

87/100



2023 Gender Equality Index

In accordance with the French law "Avenir Professionnel", French companies with more than 50 employees publish in March 2024 their gender equality index based on 4 or 5 indicators leading to a score out of 100

Savencia Saveurs & Spécialités gets an average of 87/100 *

ARMOR PROTEINES	BONGRAIN GERARD	BRESSOR	CFVA	ELVIR	CHAUMES	FROMARSAC	MESSAGERIES LAITIERES	PERREAULT	TESSIER
76	84	89	94	92	94	88	80	86	91
	SPLF	SRL	FROMAPAC	LESCURE	SOFIVO	THIERACHE	AO	GRAND OUCHE	
	95	89	94	98	84	98	87	81	
CF&R	SBA	SOREDAB/ SB BIO	SNS	SODILAC	BERTHAUT	FRUISEC	SBAI	VIHIERS	PAPILLON
83	83	98	64	98	NC**	96	84	80	67

As part of its OXYGEN approach, SAVENCIA Saveurs & Spécialités has reaffirmed its commitment to diversity and inclusion, convinced that gender diversity is a real asset for the Company's performance.

- Weighted average based on companies with more than 50 employees that could calculate the index
- ** index not calculable



	Indicator 1 - Pay gap	Indicator 2 – Pay rise	Indicator 3 – Promotion rate	Indicator 4 – Maternity	Indicator 5 - Parity in high-earners	Score
Companies with less than 250 employees						
VIHIERS	25	35		15	5	80
SODILAC	38	35		15	10	98
FROMAPAC	34	35		15	10	94
SAVENCIA RESSOURCES LAITIERES	34	35		15	10	94
GRAND OUCHE	36	25		15	5	81
SB ALLIANCE INFORMATIQUE	34	35		15	0	84
LES FROMAGERS DE THIERACHE	38	35		15	10	98
SOFIVO	39	25		15	5	84
FROMAGERIES LESCURE	38	35		15	10	98
SAVENCIA NORMANDIE SERVICES	39	0		15	10	64
SAVENCIA PRODUITS LAITIERS FRANCE	35	35		15	10	95
FRUISEC	36	35		15	10	96
PAPILLON	27	25		15	0	67
SOREDAB / SB BIO	38	35		15	10	98
Companies with at least 250 employees						
SB ALLIANCE	33	20	15	15	0	83
TESSIER	36	20	15	15	5	91
MESSAGERIES LAITIERES	39	20	5	15	5	84
FROMARSAC	38	20	15	15	0	88
CFVA	39	20	15	15	5	94
BRESSOR	39	20	15	15	0	89
ARMOR PROTEINES	36	20	5	15	0	76
FROMAGERIES PERREULT	36	20	15	15	0	86
FROMAGERIES DES CHAUMES	39	20	10	15	10	94
ELVIR	37	20	15	15	5	92
BONGRAIN GERARD	34	20	10	15	5	84
CF&R	38	10	15	15	5	83